

3.2: R29/2

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

REPORT OF 1970 MINORITY EMPLOYMENT
IN MASSACHUSETTS STATE SERVICE

Government Documents
Collection
DEC 1971
University of Massachusetts

Government Documents
Collection
DEC 27 1971
University of Massachusetts

Respectfully submitted by:
M.C.A.D.
Compliance Division
Affirmative Action Division
Research Division
July 30, 1971

MASS.

AF3.2: R29/2

✓

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

// REPORT OF 1970 MINORITY EMPLOYMENT
IN MASSACHUSETTS STATE SERVICE //

Government Documents
Collection
DEC 1971
University of Massachusetts

Government Documents
Collection
DEC 21 1971
University of Massachusetts

Respectfully submitted by:
M.C.A.D.
Compliance Division
Affirmative Action Division
Research Division
July 30, 1971

On July 20, 1970 then Acting Governor Francis W. Sargent signed Executive Order Number 74, the "Governor's Code of Fair Practices". This Executive Order requires that "all state employees shall rigorously take affirmative action steps to insure equality of opportunity..." and further requires all state agencies and appointing authorities of the Commonwealth to initiate affirmative action programs which are subject to review by the Massachusetts Commission Against Discrimination. Furthermore, in keeping with Article II, the Massachusetts Commission Against Discrimination has conducted a census of minority employment in state service.

In the past year "Department Census Report" forms were sent to the major state agencies throughout the Commonwealth. Moreover, after receipt of these reports division staff of the Massachusetts Commission Against Discrimination visited agencies and their units throughout the State to explain the provisions of Executive Order Number 74 and to help agencies develop Affirmative Action programs. Separate statistical reports were requested for each individual unit within a state agency. These "Department Census Reports" requested employment statistics broken down into grade levels, sex, and minority group membership of employees. The following report includes statistics reported by twenty-nine (29) state agencies; these agencies had over 180 separate reporting units which provided the statistics for the tabulations herein. Our information is only as accurate as the information reported. Furthermore, in some instances, notably the Department of Public Welfare and others,

reports were submitted for the total employment of that department, breakdowns for units were not provided. Therefore, the total employment figures listed in Table V do not compare to those figures in Tables I, II, or III. Table V lists the twenty-nine (29) major agencies in the Commonwealth and their reports as to total employment and total minority employment. This table reports 58,259 state employees; 2,988 (5.1%) of whom are members of minority groups.

Tables I, II, and III were computed from the individual reports of units of state agencies throughout the Commonwealth. These reports were distributed into their respective metropolitan areas so that tabulations could be made (Table III). Furthermore, agencies and units located in the City of Boston were also tabulated separately. We found numerous state units located in towns that were not included in Standard Metropolitan Statistical Areas as defined by the federal government. These state units were all treated together.*

Our findings in regard to the reports of individual units show a total state employment of 42,962; 2,275 (5.2%) of whom are members of minority groups. The following tables contain an in-depth analysis of employment in state service.

*Basically, a Standard Metropolitan Statistical Area is composed of a city with 50,000 inhabitants or more and towns in the surrounding area that have links of a general economic and social nature with that central city. There are eleven Standard Metropolitan Statistical Areas (SMSA's) in the Commonwealth of Massachusetts.

Digitized by the Internet Archive
in 2012 with funding from
Boston Library Consortium Member Libraries

TABLE I
POPULATION OF MASSACHUSETTS AND
MINORITY GROUP EMPLOYMENT IN

STATE SERVICE

| | <u>Total</u> | <u>Negro</u> | <u>Other</u> <u>Races</u> | <u>*Spanish-surnamed</u> <u>Americans</u> |
|-------------------------|--------------|-------------------|------------------------------|--|
| | | <u>STATE-WIDE</u> | | |
| population ¹ | 5,689,170 | 175,817(3.09%) | 35,729(0.63%) | 75,000(1.03%) |
| state service | 42,962 | 1,768(4.1%) | 330(0.76%) | 177(0.41%) |

BOSTON CITY

| | | | | |
|---------------|---------|----------------|--------------|--------------|
| population | 641,071 | 104,707(16.3%) | 11,655(1.8%) | 30,000(4.7%) |
| state service | 15,977 | 1,086(6.8%) | 83(0.5%) | 43(0.2%) |

BOSTON (SMSA)
(excluding Boston City)

| | | | | |
|---------------|-----------|---------------|---------------|--------------|
| population | 2,112,629 | 22,328(1.05%) | 12,269(0.58%) | 5,000(0.23%) |
| state service | 7,367 | 271(3.7%) | 75(1.0%) | 36(0.5%) |

BROCKTON (SMSA)

| | | | | |
|---------------|---------|-------------|-----------|-------------|
| population | 189,820 | 3,260(1.7%) | 696(0.4%) | 2,000(1.1%) |
| state service | 1,280 | 29(2.3%) | 43(3.4%) | 11(6.9%) |

FALL RIVER (SMSA) (Mass.-R.I.)

| | | | | |
|---------------|---------|-----------|-----------|---------------|
| population | 137,417 | 497(0.4%) | 674(0.5%) | not available |
| state service | 246 | 4(1.6%) | 0(0%) | 0(0%) |

FITCHBURG-LECMINSTER (SMSA)

| | | | | |
|---------------|--------|-------------|-----------|---------------|
| population | 97,164 | 1,003(1.0%) | 294(0.3%) | not available |
| state service | 359 | 3(0.8%) | 0(0%) | 2(0.6%) |

1. United States Census of 1970.

* The population of Spanish-surnamed Americans are estimates from sources throughout the Commonwealth. The 1970 Census will clarify these estimates.

TABLE I - 2

| | <u>Total</u> | <u>Negro</u> | <u>Other Races</u> | <u>*Spanish-surnamed Americans</u> |
|---|--------------|--------------|------------------------|--|
| <u>LAWRENCE-HAVERHILL (SMSA) (Mass.-N.H.)</u> | | | | |
| population | 205,641 | 1,307(0.6%) | 662(0.3%) | 9,000(4.4%) |
| state service | 287 | 3(1.0%) | 1(0.3%) | 2(0.7%) |
| <u>LOWELL (SMSA)</u> | | | | |
| population | 212,860 | 1,114(0.5%) | 661(0.3%) | 2,500(1.2%) |
| state service | 1,852 | 15(0.8%) | 17(0.9%) | 8(0.4%) |
| <u>NEW BEDFORD (SMSA)</u> | | | | |
| population | 152,642 | 3,894(2.6%) | 983(0.6%) | 2,000(1.3%) |
| state service | 514 | 14(2.7%) | 0(0%) | 14(2.7%) |
| <u>PITTSFIELD (SMSA)</u> | | | | |
| population | 79,727 | 1,222(1.6%) | 235(.3%) | not available |
| state service | 120 | 1(0.8%) | 0(0%) | 0(0%) |
| <u>SPRINGFIELD-CHICOPEE-HOLYOKE (SMSA)</u> | | | | |
| population | 523,029 | 23,756(4.5%) | 1,750(.3%) | 14,000(2.7%) |
| state service | 1,595 | 85(5.3%) | 9(0.6%) | 11(0.7%) |
| <u>WORCESTER (SMSA)</u> | | | | |
| population | 344,320 | 3,665(1.1%) | 1,198(0.3%) | 1,800(0.5%) |
| state service | 2,675 | 71(2.7%) | 23(0.9%) | 28(1.0%) |

TABLE II A
NUMERICAL DISTRIBUTION OF TOTAL AND MINORITY GROUP
EMPLOYEES BY JOB GROUPS
STATE - WIDE

| <u>Job Groups</u> | <u>Male Employees</u> | | | | <u>Female Employees</u> | | | | <u>Total Employees</u> |
|-----------------------|-----------------------|--------------|---------------------------|--------------|-------------------------|--------------|---------------------------|--------------|----------------------------|
| | <u>Total</u> | <u>Negro</u> | <u>MINORITIES SSA</u> | <u>Other</u> | <u>Total</u> | <u>Negro</u> | <u>MINORITIES SSA</u> | <u>Other</u> | |
| 01-05 | 2216 | 111 | 22 | 7 | 4831 | 289 | 8 | 26 | 7047 |
| 06-10 | 8011 | 298 | 39 | 29 | 9710 | 670 | 24 | 49 | 17721 |
| 11-14 | 6078 | 91 | 14 | 45 | 3288 | 119 | 11 | 19 | 9366 |
| 15-19 | 3693 | 74 | 15 | 40 | 1594 | 49 | 6 | 12 | 5287 |
| 20-23 | 1527 | 18 | 14 | 31 | 283 | 7 | 6 | 9 | 1810 |
| 24-27 | 807 | 20 | 14 | 33 | 123 | 4 | 1 | 18 | 930 |
| 28-30 | 494 | 7 | 3 | 6 | 45 | 1 | 0 | 4 | 539 |
| 31-34 | 163 | 0 | 0 | 0 | 35 | 9 | 0 | 1 | 198 |
| 35&Over | 57 | 1 | 0 | 0 | 7 | 0 | 0 | 1 | 64 |
| Total | 23046 | 620 | 121 | 191 | 19916 | 1148 | 56 | 139 | 42962 |

TABLE II B
PERCENT DISTRIBUTION OF TOTAL AND MINORITY GROUP
EMPLOYEES BY JOB GROUPS*

STATE - WIDE

| Job Groups | Male Employees | | | | Female Employees | | | | Total Employees |
|---------------|----------------|-------|------------|-------|------------------|-------|------------|-------|--------------------|
| | Total | Negro | MINORITIES | | Total | Negro | MINORITIES | | |
| | | | SSA | Other | | | SSA | Other | |
| 1-5 | 31.4% | 1.6% | 0.3% | 0.1% | 68.6% | 4.1% | 0.1% | 0.4% | 100.0 |
| 6-10 | 45.2 | 1.7 | 0.2 | 0.5 | 54.8 | 3.8 | 0.1 | 0.3 | 100.0 |
| 11-14 | 64.9 | 1.0 | 0.1 | 0.5 | 35.1 | 1.3 | 0.1 | 0.2 | 100.0 |
| 15-19 | 69.9 | 1.4 | 0.3 | 0.8 | 30.1 | 0.9 | 0.1 | 0.2 | 100.0 |
| 20-23 | 84.4 | 1.0 | 0.8 | 1.7 | 15.6 | 0.4 | 0.3 | 0.5 | 100.0 |
| 24-27 | 86.8 | 2.2 | 1.5 | 3.5 | 13.2 | 0.4 | 0.1 | 2.0 | 100.0 |
| 28-30 | 91.6 | 1.3 | 0.5 | 1.1 | 8.3 | 0.2 | 0.0 | 0.7 | 100.0 |
| 31-34 | 82.3 | 0.0 | 0.0 | 0.0 | 17.7 | 4.5 | 0.0 | 0.5 | 100.0 |
| 35&Over | 89.1 | 1.5 | 0.0 | 0.0 | 10.9 | 0.0 | 0.0 | 1.5 | 100.0 |
| % of Total | 53.6 | 1.4 | 0.3 | 0.4 | 46.4 | 2.7 | 0.1 | 0.3 | 100.0 |

* Due to "rounding-off" in computations, the totals in many cases exceed 100%

TABLE II C

PERCENT DISTRIBUTION OF MINORITY GROUP EMPLOYEES IN JOB GROUPS*

STATE - WIDE

| Job Groups | % of Total | | % of Negro | | SSA | % Other | % of Total | | % of Negro | SSA | % Other | % of Total | |
|---------------|------------|--|------------|--|-------|------------|------------|--|------------|---------|------------|------------|-----------|
| | Males | | Males | | Males | Minorities | Females | | Females | Females | Minorities | Females | Employees |
| 1-5 | 9.6% | | 17.9% | | 18.2% | 3.6% | 24.2% | | 25.2% | 14.3% | 18.7% | | 16.4% |
| 6-10 | 34.7 | | 57.3 | | 32.2 | 15.2 | 48.8 | | 58.3 | 42.8 | 35.2 | | 41.2 |
| 11-14 | 26.3 | | 14.6 | | 11.5 | 23.5 | 16.5 | | 10.3 | 19.6 | 13.6 | | 21.8 |
| 15-19 | 16.0 | | 11.9 | | 12.4 | 20.9 | 8.0 | | 4.2 | 10.7 | 8.6 | | 12.3 |
| 20-23 | 6.6 | | 2.9 | | 11.5 | 16.2 | 1.4 | | 0.6 | 10.7 | 6.4 | | 4.2 |
| 24-27 | 3.5 | | 3.2 | | 11.5 | 17.3 | 0.6 | | 0.3 | 1.8 | 12.9 | | 2.1 |
| 28-30 | 2.1 | | 1.1 | | 2.5 | 3.1 | 0.2 | | 0.1 | 0.0 | 2.8 | | 1.2 |
| 31-34 | 0.7 | | 0.0 | | 0.0 | 0.0 | 0.2 | | 0.8 | 0.0 | 0.7 | | 0.4 |
| 35&Over | 0.2 | | 0.1 | | 0.0 | 0.0 | 0.03 | | 0.0 | 0.0 | 0.0 | | 1.4 |
| Employees | 100% | | 100% | | 100% | 100% | 100% | | 100% | 100% | 100% | | 100% |

* Due to "rounding-off" in computations, the totals in many cases exceed 100%

TABLE III A

Minority Distribution of Total and Minority Group

Employees by Job Groups

Boston Metropolitan Area
(excluding Boston City)

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05P | 323 | 21 | 5 | 2 | 609 | 10 | 5 | 7 | 932 |
| 06-10P | 1304 | 60 | 4 | 3 | 2148 | 135 | 8 | 7 | 3452 |
| 11-14P | 1006 | 7 | 2 | 10 | 763 | 13 | 3 | 2 | 1769 |
| 15-19P | 496 | 9 | 0 | 1 | 293 | 8 | 2 | 3 | 789 |
| 20-23P | 167 | 1 | 0 | 13 | 59 | 2 | 2 | 4 | 226 |
| 24-27P | 93 | 5 | 4 | 12 | 20 | 0 | 0 | 6 | 113 |
| 28-30P | 62 | 0 | 1 | 3 | 10 | 0 | 0 | 2 | 72 |
| 31-34P | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 13 |
| 35 & over | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| TOTAL | 3465 | 103 | 16 | 44 | 3902 | 168 | 20 | 31 | 7367 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III B

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Boston City Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05P | 672 | 66 | 11 | 3 | 1666 | 248 | 3 | 15 | 2338 |
| 06-10P | 3047 | 135 | 10 | 10 | 2868 | 393 | 5 | 16 | 5915 |
| 11-14P | 3280 | 54 | 5 | 1 | 1108 | 90 | 4 | 9 | 4388 |
| 15-19P | 1693 | 42 | 1 | 10 | 572 | 26 | 0 | 6 | 2265 |
| 20-23P | 489 | 9 | 1 | 5 | 80 | 3 | 1 | 0 | 569 |
| 24-27P | 253 | 4 | 2 | 3 | 34 | 2 | 0 | 1 | 287 |
| 28-30P | 108 | 4 | 0 | 2 | 13 | 1 | 0 | 0 | 121 |
| 31-34P | 32 | 0 | 0 | 0 | 31 | 9 | 0 | 1 | 63 |
| 35 & over | 26 | 0 | 0 | 0 | 5 | 0 | 0 | 1 | 31 |
| TOTAL | 9600 | 314 | 30 | 34 | 6377 | 772 | 13 | 49 | 15,977 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese
Filippino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III C

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Brockton Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-----|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | SSA | Other | |
| 01-05P | 10 | 3 | 0 | 0 | 84 | 0 | 0 | 0 | 94 |
| 06-10P | 123 | 1 | 0 | 2 | 93 | 1 | 0 | 0 | 216 |
| 11-14P | 567 | 16 | 2 | 28 | 94 | 2 | 1 | 5 | 661 |
| 15-19P | 130 | 2 | 4 | 8 | 43 | 1 | 0 | 0 | 173 |
| 20-23P | 54 | 1 | 3 | 0 | 16 | 0 | 0 | 0 | 70 |
| 24-27P | 36 | 2 | 1 | 0 | 10 | 0 | 0 | 0 | 46 |
| 28-30P | 11 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 15 |
| 31-34P | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 35 & over | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| TOTAL | 936 | 25 | 10 | 38 | 344 | 4 | 1 | 5 | 1280 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III D

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Fall River Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05P | 11 | 0 | 0 | 0 | 26 | 0 | 0 | 0 | 37 |
| 06-10P | 34 | 1 | 0 | 0 | 28 | 1 | 0 | 0 | 62 |
| 11-14P | 34 | 1 | 0 | 0 | 35 | 1 | 0 | 0 | 69 |
| 15-19P | 30 | 0 | 0 | 0 | 19 | 0 | 0 | 0 | 49 |
| 20-23P | 12 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 17 |
| 24-27P | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 5 |
| 28-30P | 4 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 5 |
| 31-34P | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 35 & over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 130 | 2 | 0 | 0 | 116 | 2 | 0 | 0 | 246 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III E

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Fitchburg-Leominster Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-10P | 4 | 0 | 2 | 0 | 23 | 0 | 0 | 0 | 32 |
| 06-10P | 56 | 0 | 0 | 0 | 33 | 0 | 0 | 0 | 89 |
| 11-14P | 32 | 0 | 0 | 0 | 26 | 0 | 0 | 0 | 58 |
| 15-19P | 42 | 0 | 0 | 0 | 30 | 2 | 0 | 0 | 72 |
| 20-23P | 37 | 0 | 0 | 0 | 22 | 0 | 0 | 0 | 59 |
| 24-27P | 14 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 23 |
| 28-30P | 13 | 1 | 0 | 0 | 7 | 0 | 0 | 0 | 20 |
| 31-34P | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 3 |
| 35 & over | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 3 |
| TOTAL | 202 | 1 | 2 | 0 | 157 | 2 | 0 | 0 | 359 |

*Definition: "All Other Minorities - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III F

Numerical Distribution of Total and Minority Group
Employees by Job Groups

Lawrence-Haverhill Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05P | 5 | 2 | 1 | 0 | 31 | 0 | 0 | 0 | 36 |
| 06-10P | 18 | 0 | 0 | 0 | 40 | 0 | 0 | 0 | 58 |
| 11-14P | 41 | 0 | 0 | 1 | 47 | 0 | 0 | 0 | 88 |
| 15-19P | 63 | 1 | 0 | 0 | 21 | 0 | 0 | 0 | 84 |
| 20-23P | 14 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 17 |
| 24-27P | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| 28-30P | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31-34P | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35 & over | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| TOTAL | 145 | 3 | 1 | 1 | 142 | 0 | 1 | 0 | 287 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdian

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III G

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Lowell Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05P | 119 | 2 | 0 | 0 | 172 | 1 | 0 | 0 | 291 |
| 06-10P | 322 | 3 | 0 | 0 | 410 | 1 | 0 | 0 | 732 |
| 11-14P | 144 | 2 | 3 | 1 | 187 | 1 | 2 | 2 | 331 |
| 15-19P | 248 | 1 | 1 | 12 | 91 | 0 | 0 | 1 | 339 |
| 20-23P | 102 | 2 | 0 | 0 | 7 | 0 | 0 | 0 | 109 |
| 24-27P | 24 | 1 | 2 | 1 | 7 | 1 | 0 | 0 | 31 |
| 28-30P | 11 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 13 |
| 31-34P | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| 35 & over | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| TOTAL | 976 | 11 | 6 | 14 | 876 | 4 | 2 | 3 | 1852 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III H

Numerical Distribution of Total and Minority Group

Employees by Job Groups

New Bedford Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05 | 14 | 2 | 0 | 0 | 50 | 4 | 0 | 0 | 64 |
| 06-10P | 80 | 3 | 0 | 0 | 63 | 1 | 0 | 0 | 143 |
| 11-14P | 64 | 1 | 0 | 0 | 38 | 1 | 1 | 0 | 102 |
| 15-19P | 65 | 1 | 4 | 0 | 21 | 0 | 2 | 0 | 86 |
| 20-23P | 68 | 1 | 7 | 0 | 3 | 0 | 0 | 0 | 71 |
| 24-27P | 35 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 37 |
| 28-30P | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| 31-34P | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| 35 & over | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| TOTAL | 337 | 8 | 11 | 0 | 177 | 6 | 3 | 0 | 514 |

* Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

** Definition: "SSA" - Spanish-surnamed Americans

TABLE III I

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Pittsfield Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05P | 1 | 0 | 0 | 0 | 9 | 0 | 0 | 0 | 10 |
| 06-10P | 5 | 0 | 0 | 0 | 13 | 0 | 0 | 0 | 18 |
| 11-14P | 14 | 0 | 0 | 0 | 16 | 0 | 0 | 0 | 30 |
| 15-19P | 31 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 46 |
| 20-23P | 11 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 13 |
| 24-27P | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 28-30P | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 31-34P | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 35 & over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 65 | 1 | 0 | 0 | 55 | 0 | 0 | 0 | 120 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III J

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Providence Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05P | 34 | 0 | 0 | 0 | 67 | 0 | 0 | 0 | 101 |
| 06-10P | 203 | 4 | 1 | 0 | 469 | 3 | 0 | 3 | 672 |
| 11-14P | 26 | 0 | 0 | 0 | 53 | 0 | 0 | 0 | 79 |
| 15-19P | 12 | 0 | 0 | 0 | 18 | 0 | 0 | 0 | 30 |
| 20-23P | 6 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 8 |
| 24-27P | 3 | 0 | 0 | 0 | 4 | 0 | 1 | 2 | 7 |
| 28-30P | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 |
| 31-34P | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 35 & over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 288 | 4 | 2 | 0 | 614 | 3 | 1 | 5 | 902 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III K

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Springfield - Chicopee - Holyoke
Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Minorities | | | | Total Employees |
|-------------------------------------|----------------|-------|-----|-------|-------------------|-------|-----|-------|--------------------|
| | Total | Negro | SSA | Other | Total | Negro | SSA | Other | |
| 01-05P | 82 | 1 | 0 | 0 | 197 | 4 | 0 | 1 | 279 |
| 06-10P | 296 | 23 | 3 | 0 | 498 | 50 | 2 | 1 | 794 |
| 11-14P | 103 | 0 | 0 | 1 | 145 | 4 | 0 | 0 | 248 |
| 15-19P | 112 | 0 | 3 | 1 | 73 | 2 | 2 | 0 | 185 |
| 20-23P | 40 | 0 | 0 | 3 | 4 | 0 | 0 | 0 | 44 |
| 24-27P | 24 | 1 | 1 | 2 | 4 | 0 | 0 | 0 | 28 |
| 28-30P | 13 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 15 |
| 31-34P | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| 35 & over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 672 | 25 | 7 | 7 | 923 | 60 | 4 | 2 | 1595 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III L

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Worcester Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05P | 169 | 2 | 1 | 0 | 359 | 4 | 0 | 1 | 528 |
| 06-10P | 693 | 32 | 16 | 4 | 886 | 26 | 4 | 0 | 1579 |
| 11-14P | 119 | 3 | 0 | 0 | 248 | 3 | 0 | 0 | 367 |
| 15-19P | 37 | 0 | 0 | 0 | 70 | 1 | 0 | 1 | 107 |
| 20-23P | 21 | 0 | 2 | 5 | 8 | 0 | 1 | 3 | 29 |
| 24-27P | 30 | 0 | 4 | 8 | 3 | 0 | 0 | 1 | 33 |
| 28-30P | 18 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 19 |
| 31-34P | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 |
| 35 & over | 9 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 10 |
| TOTAL | 1009 | 37 | 23 | 17 | 1576 | 34 | 5 | 6 | 2675 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III M

In our breakdowns of employees into Metropolitan areas we found numerous state offices, institutions, etc. which were located in towns not included in any standard Metropolitan Statistical Area as defined by the U.S. Department of Census. We have included the employees of these divisions in the chart headed "No Metropolitan Area". The towns that were not included in an SMSA:

| | | | |
|--------------|---------------|--------------|-----------------|
| Amherst | Greenfield | Newburyport | Ware |
| Belchertown | Hyannis | North Adams | Warwick |
| Buzzards Bay | Lakeville | Plymouth | Webster |
| Foxboro | Marlboro | Rutland | West Barnstable |
| Gardner | Middleborough | South Carver | Wrentham |
| Gloucester | Milford | Taunton | |

We found 9788 state employees employed by agencies not in Metropolitan areas; 268 of the employees are minority group members.

Numerical Distribution of Total and Minority Group

Employees by Job Groups

No Metropolitan Area

| Grade Levels Inc. Prof. Rates | Male Employees | | | | Female Employees | | | | Total Employees |
|-------------------------------------|----------------|-------|-------------------|-------|------------------|-------|-------------------|-------|--------------------|
| | Total | Negro | Minorities SSA | Other | Total | Negro | Minorities SSA | Other | |
| 01-05P | 772 | 12 | 2 | 2 | 1533 | 19 | 0 | 2 | 2305 |
| 06-10P | 1830 | 36 | 5 | 10 | 2161 | 59 | 5 | 22 | 3991 |
| 11-14P | 648 | 7 | 2 | 3 | 528 | 4 | 0 | 1 | 1176 |
| 15-19P | 734 | 18 | 2 | 2 | 328 | 9 | 0 | 1 | 1062 |
| 20-23P | 506 | 3 | 0 | 5 | 72 | 2 | 1 | 2 | 578 |
| 24-27P | 287 | 7 | 0 | 7 | 28 | 1 | 0 | 8 | 315 |
| 28-30P | 244 | 2 | 2 | 1 | 4 | 0 | 0 | 2 | 248 |
| 31-34P | 97 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 100 |
| 35 & over | 13 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 13 |
| TOTAL | 5131 | 86 | 13 | 30 | 4657 | 94 | 6 | 38 | 9788 |

*Definition: "All Other Minorities" - American Indian, Japanese, Chinese, Filipino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE III N

The Department of Public Welfare and all its branch offices was not included in the following tabulations. At the time of the state survey of employees in 1966 this department did not have state-wide jurisdiction and offices, therefore, in order to draw more valid comparisons between the 1966 survey and the 1971 survey, the Department of Public Welfare was excluded from tabulations. In 1971 the Department reported 5266 employees; 5%, or 269, of these employees are members of a minority group. The total Department of Public Welfare breakdowns follow:

Numerical Distribution of Total and Minority Group

Employees by Job Groups

Department of Public Welfare

| Grade Levels Inc. Prof. Rates | <u>Male Employees</u> | | | | <u>Female Employees</u> | | | | <u>Total Employees</u> |
|-------------------------------------|-----------------------|-------|-----|-------|-------------------------|-------|-----|-------|----------------------------|
| | Minorities | | | | Minorities | | | | |
| | Total | Negro | SSA | Other | Total | Negro | SSA | Other | |
| 01-05P | 61 | 8 | 4 | 0 | 720 | 35 | 2 | 0 | 781 |
| 06-10P | 113 | 15 | 2 | 0 | 1503 | 111 | 5 | 0 | 1616 |
| 11-14P | 860 | 18 | 0 | 1 | 1552 | 40 | 4 | 3 | 2412 |
| 15-19P | 139 | 5 | 0 | 0 | 224 | 11 | 0 | 0 | 413 |
| 20-23P | 36 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 38 |
| 24-27P | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| 28-30P | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| 31-34P | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 35 & over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| <u>TOTAL</u> | 1265 | 46 | 6 | 1 | 4001 | 198 | 11 | 3 | 5266 |

*Definition: "All Other Minorities" - American Indians, Japanese, Chinese
Filippino, Hawaiian, Cape Verdians

**Definition: "SSA" - Spanish-surnamed Americans

TABLE IV

WEEKLY SALARY RANGES
OF JOB GROUPS

| <u>JOB GROUPS</u> | <u>MINIMUM</u> | <u>MAXIMUM</u> |
|-------------------|----------------|----------------|
| 01-05P | \$ 93.65 | \$128.70 |
| 06-10P | 111.90 | 165.45 |
| 11-14P | 142.20 | 214.20 |
| 15-19P | 183.00 | 295.45 |
| 20-23P | 246.20 | 365.90 |
| 24-27P | 303.15 | 438.85 |
| 28-30P | 360.20 | 499.85 |
| 31-33P | 409.20 | 563.95 |
| 34 + | -- | -- |

1. This salary schedule was effective as of December 27, 1970.

TABLE V

Distribution of a Total and Minority Employment by State Agency in 1970

| | 1970 Total Employees | 1970 Minority Employees |
|---------------------------------------|-------------------------|----------------------------|
| Administration and Finance | 1006 | 44 |
| Aeronautics Commission | 10 | 0 |
| Alcoholic Beverage Control Commission | 65 | 1 |
| Civil Defense | 91 | 1 |
| Civil Service, Division of | 305 | 31 |
| Registration, Division of | 143 | 2 |
| Commerce & Development, Dept. of | 83 | 3 |
| Community Affairs | 158 | 8 |
| Corporations & Taxation, Dept. of | 1008 | 63 |
| Correction, Dept. of | 1551 | 85 |
| Parole Board | 86 | 1 |
| Education, Dept. of | | |
| Administration | 568 | 86 |
| Board of Higher Education | 595 | 50 |
| Advisory Council Voc. Educ. | 3 | 0 |
| State Colleges | 2689 | 74 |
| Community Colleges | 1404 | 57 |
| Lowell Technological Inst. | 463 | 15 |
| Southeastern Mass. Tech. Inst. | 401 | 24 |
| University of Massachusetts | 5506 | 154 |
| Governor's Office | 61 | 6 |
| Insurance, Division of | 335 | 7 |
| Labor & Industries, Dept. of | | |
| Administration & Boards | 300 | 4 |
| Division of Employment Security | 2897 | 226 |

TABLE V -2-

| | 1970 Total Employees | 1970 Minority Employees |
|------------------------------|-------------------------|----------------------------|
| Mass. Housing Finance Agency | 18 | 4 |
| Mass. Turnpike Authority | 963 | 35 |
| Mental Health, Dept. of | | |
| Central Office | 234 | 18 |
| Administration & Services | 665 | 55 |
| Mass. Mental Health Center | 336 | 10 |
| Boston State Hosp. | 1332 | 366 |
| Danvers State Hosp. | 907 | 8 |
| Foxborough | 575 | 25 |
| Gardner | 540 | 10 |
| Grafton | 583 | 26 |
| Medfield | 713 | 20 |
| Metropolitan | 785 | 92 |
| Northampton | 938 | 20 |
| Taunton | 832 | 71 |
| Westborough | 877 | 60 |
| Worcester | 1095 | 40 |
| Monson | 708 | 80 |
| Cushing | 644 | 12 |
| Belcherton State School | 636 | 8 |
| Walter F. Fernald | 1126 | 179 |
| Wrentham | 902 | 15 |
| Paul A. Dever | 883 | 26 |

TABLE V -3-

| | 1970 Total Employees | 1970 Minority Employees |
|--|-------------------------|----------------------------|
| Dr. Harry C. Soloman Mental Health Center | 133 | 4 |
| B.U. Mental Health Treatment and Training Facility | 32 | 23 |
| Cambridge-Somerville Mental Health and Retardation Center | 128 | 7 |
| Fall River Mental Health Ctr. | 105 | 1 |
| Hathorne Regional Center | 381 | 8 |
| John T. Berry Rehabilitation Ctr. 86 | | 2 |
| Rutland Heights Mental Health Rehabilitation | 41 | 2 |
| Metropolitan District Commission | 2938 | 51 |
| Motor Vehicles & Motor Boats, Registry of | 1551 | 71 |
| Natural Resources, Dept. of | 827 | 5 |
| Office of Commissioner of Banks | 228 | 5 |
| Probation, Commission of | 72 | 4 |
| Public Health, Dept. of | | |
| Administration & 7 hospitals | 3419 | 230 |
| Public Safety, Dept. of | 769 | 14 |
| Public Utilities, Dept. of | 125 | 5 |
| Public Welfare, Dept. of | 5266 | 269 |
| Public Works, Dept. of | 4760 | 105 |
| Youth Services, Division of | 845 | 38 |
| Massport Authority | 539 | 4 |
| Commission Against Discrimination | 59 | 24 |

